December 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Government of Alberta

Alberta

Freedom To Create. Spirit To Achieve.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,980,000[1] Albertans employed, of which about 347,600 are self-employed. The unemployment rate nationally has decreased slightly to 8.5 % with a net gain of 79,000 jobs. Increases in employment were due to increases in both full and part time employment, and were most noticeable in the service sector. Unemployment in Alberta decreased between 160,500 and 158,500, moving from 7.5% to 7.4%. There are approximately 425,700 Albertans covered by union agreements. Alberta's union coverage rate is 26.1% while nationwide the union coverage rate is 31.9%[2].

[1]Seasonally adjusted

[2] Statistics Canada Labour Force Survey (LFS)

Highlights

A ratified agreement has been reached between Old Dutch Foods Ltd. (Calgary) and the UFCW, Local 401. The parties had previously engaged in a strike/lockout that lasted from March 29 to November 11, 2009. Tolko Industries, a sawmill and lumber company in High Level, had announced that it would be closing down operations by mid-January 2010. However, Tolko has subsequently reached a new collective agreement with the USW, Local 1-207 and, although the operation will be closing for a few weeks this winter, it is expected to reopen in early 2010.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements												
Year	2008					2009					2010	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	27,493	11,087	29,535	28,923	**97,038**	5,039	5,626	1,150	232	**12,047**	0	**0**
Private	22,527	9,514	5,627	7,103	**44,771**	2,484	4,545	4,305	439	**11,773**	0	**0**
All	50,020	20,601	35,162	36,026	**141,809**	7,523	10,171	5,455	671	**23,820**	0	**0**
Average Annual Wage Change %												
Year	2008					2009					2010	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	2.0	4.0	4.2	4.4	**3.6**	2.8	2.8	0.3	2.4	**2.6**	0.0	**0.0**
Private	3.8	5.0	4.4	5.3	**4.3**	1.7	1.1	0.4	1.2	**1.0**	0.0	**0.0**
All	2.8	4.4	4.2	4.6	**3.8**	2.4	2.1	0.4	1.6	**1.8**	0.0	**0.0**

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531.

Wage Settlements In Alberta By Industry – 2008 to 2010 (January)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2010	0	0	0.0	0.0	0.0
2009	2	453	25.7	1.6	3.1
2008	6	632	36.7	4.3	15.6
Administrative And Support, Waste Management And Remediation Services					
2010	0	0	0.0	0.0	0.0
2009	3	329	35.0	2.1	6.2
2008	2	145	30.6	3.9	11.2
Agriculture, Forestry, Fishing And Hunting					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2010	0	0	0.0	0.0	0.0
2009	8	540	30.9	1.3	3.2
2008	2	2	12.0	0.0	0.0
Construction					
2010	0	0	0.0	0.0	0.0
2009	17	4,158	26.4	0.8	1.6
2008	18	9,381	43.6	5.6	22.3
Educational Services					
2010	0	0	0.0	0.0	0.0
2009	13	1,866	31.5	0.5	1.3
2008	82	38,873	50.8	2.2	8.8
Finance And Insurance					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
Health Care And Social Assistance					
2010	0	0	0.0	0.0	0.0
2009	39	3,706	34.7	3.3	9.8
2008	53	58,923	38.3	4.6	15.2
Information And Cultural Industries					
2010	0	0	0.0	0.0	0.0
2009	3	827	25.1	2.8	6.1
2008	1	55	24.0	7.3	15.1
Management of Companies And Enterprises					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Manufacturing					
2010	0	0	0.0	0.0	0.0
2009	15	1,524	33.0	1.5	4.3
2008	28	3,366	35.3	5.2	15.5
Mining And Oil And Gas Extraction					
2010	0	0	0.0	0.0	0.0
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
Other Services (except Public Administration)					
2010	0	0	0.0	0.0	0.0
2009	6	172	23.3	2.0	3.9
2008	9	291	25.5	4.7	10.5
Professional, Scientific And Technical Services					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
Public Administration					
2010	0	0	0.0	0.0	0.0
2009	26	5,852	28.0	2.8	6.7
2008	27	4,447	34.0	4.3	12.9
Real Estate And Rental And Leasing					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
Retail Trade					
2010	0	0	0.0	0.0	0.0
2009	2	3,030	51.0	0.0	0.0
2008	11	15,421	43.0	3.1	12.8
Transportation And Warehousing					
2010	0	0	0.0	0.0	0.0
2009	10	728	49.2	1.9	7.8
2008	16	1,137	36.5	6.6	21.4
Utilities					
2010	0	0	0.0	0.0	0.0
2009	2	77	26.0	2.2	4.9
2008	10	4,696	26.1	3.1	7.0
Wholesale Trade					
2010	0	0	0.0	0.0	0.0
2009	0	0	0.0	0.0	0.0
2008	6	1,566	36.0	5.7	21.2

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Academic					
Mount Royal University	Support Staff Association	540	36	30-Jun-2012	1st year 4.5% 2nd year 0% 3rd year 0%
Manufacturing					
Old Dutch Foods Ltd (Calgary)	UFCW, Local 401	181	72	15-Mar-2014	1st year 0% 2nd year 0% 3rd year 0% 4th year 0% 5th year 2.5% 6th year 2.25%
Tolko Industries – Sawmill (High Level)	USW, Local 1-207	265	29	31-Jul-2012	Variable wages tied to market conditions

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Good Samaritan Society	AUPE	120	30-Jun-09	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Olds College	Faculty Association	100	30-Jun-09	In Arbitration.
Norquest College	Faculty Association	325	30-Jun-09	Memorandum of Agreement.
Norquest College	AUPE	230	30-Jun-09	In Arbitration.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
NAIT	AUPE	750	30-Jun-07	In Arbitration
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Livingstone Range Public School Division	CUPE, Local 2133	100	31-Aug-09	Negotiations continue
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Calgary	Fire Fighters Association, Local 255	1,200	31-Dec-08	In Arbitration.
ATB Financial	AUPE	1,890	31-Mar-09	Negotiations continue
Alberta Research Council	AUPE	255	31-Mar-09	Negotiations continue.
Special Areas Board	AUPE	200	31-Dec-09	Negotiations continue.
Private Sector				
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 401	500	31-Aug-08	Negotiations continue.
Building Products Corp. (Edmonton)	CEP, Local 777	151	14-May-09	Negotiations continue.
Waste Management Canada Corp. (Calgary)	CAW, Local 4050	240	31-Oct-09	Negotiations continue.
New Food Classics	UFCW, Local 401	164	30-Nov-08	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
BC Safety Authority	BC Government and Service Employees Union	250	36	31-Dec-2011
Terms: 1st year 2.0%, 2nd year 2.0%, 3rd year 2.0%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin,* August 19, 2009				
City of Prince Rupert	CUPE	200	60	31-Dec-2012
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.25%, 4th year 4.5%, 5th year 4.5%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin,* October 16, 2009				
Manitoba				
Regional Health Authorities of Manitoba	Government and General Employees Union	4,500 (health care support service)	48	31-Mar-2012
Terms: 1st year 2.9%, 2nd year 2.9%, 3rd year 2.9%, 4th year 2.9%				
Source: Manitoba Government and General Employees Union News Release, *HCSS Component Ratified New Collective Agreement*, June 8, 2009.				
Ontario				
Government of Ontario	OPSEU	6,333 (correctional services)	48	31-Dec-2012
Terms: 1st year 1.75%, 2nd year 2.0%, 3rd year 2.0%, 4th year 2.0%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, March 2009				
Regional Municipality of Niagara (Sr. Services Division)	CUPE, Local 1263	990	36	31-Dec-2011
Terms: 1st year 2.5%, 2nd year 2.5%, 3rd year 2.75%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, March 2009				
St. Joseph's Health Care (London)	CAW, Local 27	1,131	36	31-Mar-2012
Terms: 1st year 2.75%, 2nd year 2.8%, 3rd year 3.0%				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights*, March 2009				
Private Sector				
British Columbia				
Vancouver Opera Association	IATSE, Local 118	160	48	30-Jun-2011
Terms: 1st year 4.0%, 2nd year 4.0%, 3rd year 4.0%, 4th year 4.0%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin,* September 17, 2009				
Ontario				
Kraft Canada Inc. (Lakeshore Bakery)	Bakery Workers, Local 426	700	48	30-Apr-2013
Terms: 1st year $0.50/hr, 2nd year $0.50/hr, 3rd year $0.50/hr, 4th year $0.55/hr				
Source: Ontario Ministry of Labour, *Collective Bargaining Highlights,* , April 2009				
Canada				
Air Canada	Air Canada Pilots Association	3,200	21	31-Mar-2011
Terms: 1st year 0%, 2nd year 0%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin*, September 17, 2009				
Air Canada	CUPE	6,500 (flight attendants)	21	31-Mar-2011
Terms: 1st year 0%, 2nd year 0%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin*, September 17, 2009				
Air Canada	Machinists	12,300 (maintenance, operational, and administrative)	21	31-Mar-2011
Terms: 1st year 0%, 2nd year 0%				
Source: Business Council of British Columbia, *Industrial Relations Bulletin*, September 17, 2009				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

The BC Nurses Union (BCNU) has made an application to the BC Labour Relations Board (LRB) to represent licensed practical nurses (LPNs) in the province. The Hospital Employees Union (HEU), representing LPNs, wants the LRB to assess the number and validity of signed cards submitted by the BCNU. They claim the LRB should have scheduled a full hearing in this matter with all the parties involved, rather than requiring the HEU to submit a written response to the application, addressing legal issues only. The HEU believes the BCNU application does not meet the 50 per cent plus one threshold. The application on November 30, 2009 was for the BCNU to represent all LPNs in the (Health Care) Facilities Bargaining Association, but at the same time the BCNU made six alternative applications for LPNs in individual health authorities.

Source: HEU Newsletter, *HEU to LRB: Assess the number and validity of BCNU's signed cards*, December 11, 2009.

Manitoba

Tembec Inc. has made an offer to the USW to end the lockout at their paper mill in Pine Falls. About 250 employees have been locked out since September 1, 2009. However, an agreement will not result in the mill being reopened by Tembec. Rather, ending the labour dispute will simply clear the way for the mill to be put up for sale. Tembec has indicated it needed a "significant reduction" in labour costs at the mill to keep it competitive, as demand for newsprint has fallen. The union has said it was willing to accept wage cuts, but the main outstanding issues in negotiations were pension plan changes and severance pay. If a buyer is not found, the mill, about 130 kilometres north-east of Winnipeg, could be closed for good. Officials at nearby Sagkeeng First Nation said they have been considering putting in an offer to buy the mill. About 20 members of the Canadian Office and Professional Employees (COPE) are also affected by the lockout.

Source: cbc.ca, *Tembec makes settlement offer to union*, December 10, 2009.

Ontario

The strike by more than 3,500 members of the USW, Local 6500 with Vale Inco, which began on July 13, 2009, continues. The majority of the striking employees are in the Sudbury area. Vale Inco has resumed production at some of their operations. They have sued nine individual employees, but not USW, for damage ranging from $75,000 to $120,000 for alleged actions on picket lines. The individuals involved have been served with statements of claim for blockading, harassment and intimidation and other picket-line behaviour. The union has expressed surprise with the lawsuits, indicating picket-line behaviour issues have traditionally been addressed through disciplining or firing employees, then subsequently resolved through a back-to-work protocol. Vale has indicated some other strikers have been disciplined or fined for picket-line behaviour. No talks have been scheduled at Vale's Sudbury or Port Colborne, Ontario operations, but negotiations at Voisey's Bay in Labrador, which is under a separate contract, are scheduled for mediated hearings.

Sources: The Sudbury Star, Carol Mulligan, *Vale Inco files suit against striking workers*, December 17, 2009, and www.reuters.com, *Xstrata, union start Sudbury nickel contract talks*, December 16, 2009.

Meanwhile, Xstrata PLC has begun negotiations with the CAW, representing nickel workers in Sudbury. The current agreement expires on January 31, 2010. Swiss-based Xstrata currently operates two nickel mines in Sudbury, along with milling and smelting facilities. Xstrata took over Falconbridge in 2006, in a deal which coincided with the acquisition of Inco by Brazil's Vale. In February 2009, 686 Sudbury jobs were cut by Xstrata and operations were reduced, following a collapse in nickel and copper prices. These prices have rebounded somewhat recently, but world inventories remain high.

Source: www.reuters.com, *Xstrata, union start Sudbury nickel contract talks*, December 16, 2009.

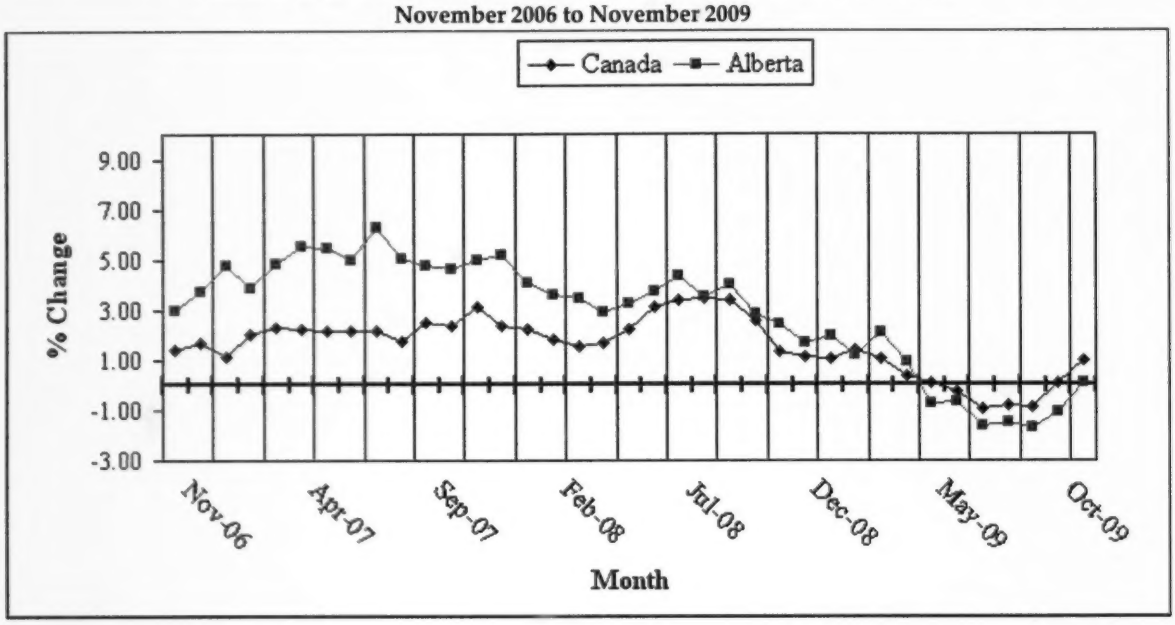
About 9,000 community college teachers, represented by the Ontario Public Service Employees Union (OPSEU) are scheduled to take a strike vote on January 13, 2010. OPSEU negotiates with the province's 24 community colleges as a block, and talks have recently broken off. A key issue of dispute is that of workload. After an 18-day strike by community college teachers in 2006, OPSEU and the colleges agreed to set up a task force to research how workload has changed and what can be done about it. The community colleges have indicated that union settlement proposals in the current negotiations would cost an extra $218 million annually.

Source: London Free Press, Kate Dubinski, *Teachers plan strike vote*, December 17, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100))

November 2006 to November 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.45
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Nov-08	114.1	1.33	121.6	1.67	121.4	1.76	122.0	1.92
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.95	121.5	-1.46	121.8	-1.46	121.6	-1.14
Aug-09	114.7	-0.78	122.0	-1.69	122.1	-1.21	122.1	-1.85
Sep-09	114.7	-0.86	121.5	-1.06	122.1	-0.16	122.1	-0.81
Oct-09	114.7	0.09	121.6	0.08	121.8	0.41	121.9	0.08
Nov-09	115.2	0.96	122.6	0.82	122.7	1.07	122.7	0.57

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

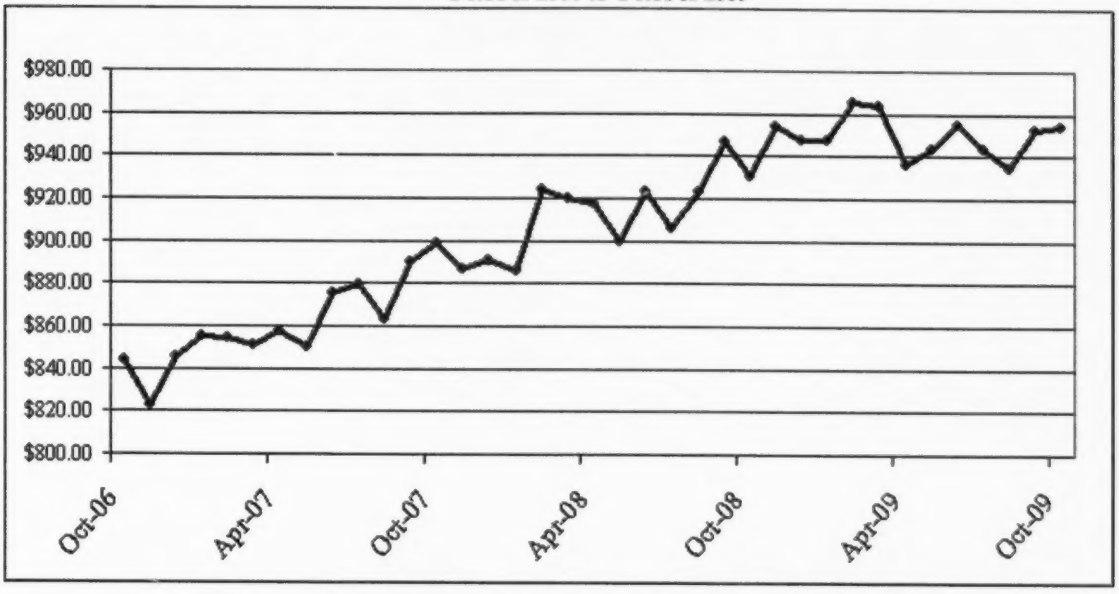
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

October 2006 to October 2009



Monthly AWEA Yr. Over Yr. % Change (Monthly)		
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$947.96	7.02
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$936.30	2.07
May-09	$943.78	4.91
Jun-09	$954.57	3.41
Jul-09	$943.38	4.07
Aug-09	$934.48	1.19
Sep-09	$952.64	0.63
Oct-09	$953.69	2.46

Yearly AWEA Yr. Over Yr. % Change (Annual)		
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99
2009**	$949.61	2.86

**Year to date.

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Employer Name Listing

CLR – Construction Labour Relations

GPC – General Presidents' Maintenance Committee for Canada

Union Name Listing

ACTRA - Alliance of Canadian Cinema, Television and Radio Artists
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CISIW – Canadian Iron, Steel and Industrial Workers
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HERE – Hotel Employees and Restaurant Employees International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Millwrights – Millwrights, Machinery, Erectors and Maintenance Union
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees
USW – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
UUWA – United Utility Workers Association

Please note that industry associations may not appear in the above listing.